TWENTY-FIRST ANNUAL REPORT

OF THE

WOMAN'S EDUCATION ASSOCIATION

(INCORPORATED)

FOR THE

YEAR ENDING JANUARY 19,

1893.

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A Review of Twenty-one Years' Work.

Within the last two years many new members have been admitted to the Association. As some of these are young persons, they can know little of its previous work. A brief sketch of what has been done during twenty-one years may therefore be profitable, as showing how our somewhat peculiar organization has served and may serve useful ends.

The first public notice of the Association is to be found in the report of a meeting, called by a circular letter January 16, 1872, inviting those to whom it was sent to attend a conference of ladies and gentlemen interested in the better education of women. This circular was signed by Mrs. Alexander Agassiz, Mrs. J. I. Bowditch, Mrs. B. F. Brooks, Mrs. Samuel Cabot, Jr., Mrs. Wm. Claflin, Mrs. William Endicott, Mrs. Augustus Hemenway, Mrs. JohnE. Lodge, Mrs. Charles G. Loring, Mrs. F. C. Paine, Mrs. Charles S. Pierce, Mrs. J. P. Quincy, Mrs. George R. Russell, Mrs. R. C. Waterston, and Miss Mary Anne Wales.

These ladies, with others who immediately joined them, formed our Association, with the object of promoting the better education of women. The formation of standing committees on Industrial, Intellectual, Æsthetic, Moral and Physical Education, expressed the desire of the founders that "the better education of women" should be understood in its broadest sense.

One of the first efforts of the Association was directed toward raising the general standard of education for women. With this object, Harvard University was asked to lay out courses of study, to conduct examinations in those studies, and to give its certificate to those who might successfully pass these examinations, the Association providing for all expenses.

This was done, and for ten years the Harvard Examinations for women were sustained by the friends of the Association, and

enlisted the services of members deeply interested in the object. By correspondence with New York and Philadelphia committees were formed, and the examinations were also carried on in those cities. Some of these have been continued to the present time, and in a newspaper of to-day may be seen an advertisement of "Harvard Examinations for Women," to take place next summer in New York.

But during the ten years covered by this work, new opportunities had been provided for the higher education of women. Smith College, Wellesley College, Boston University, and the course of collegiate study at Cambridge, known as the Harvard Annex, were opened in our own state, and Vassar College in New York, previously established, had become widely known. Preparation for entrance to these institutions necessarily raised the standard of education for girls in the High Schools, and eventually in the private schools. Thus the object of these examinations seemed likely to be accomplished by other means. A proposition of the Annex to take charge of the Harvard Examinations for Women was therefore accepted, and our connection with these Examinations ceased.

But the desire of the founders of our Association that women should have not only the mental training and enrichment which come from advanced studies, but also a test of the quality of their work by comparison with a recognized standard, has never ceased to be active among us.

The interest of the Association in the Annex has been more than once shown by appropriations for its use. Our last vote of importance proposed to raise for it a permanent endowment, and a considerable amount has already been subscribed. It is hoped that by such an endowment Harvard University may be enabled to include the work of the Annex as part of its own educational scheme.

Thus the last act of our Association responds to the first. The hopes of its founders, who asked and obtained from the University, twenty years ago, the Harvard Examinations for Women, will find their complete fulfilment when the University

degree shall be given to those who have, under the same instructors, completed the same work, and have successfully passed the same examinations as men.

Twenty years ago there was no opportunity in this neighborhood for women to obtain advanced instruction in Chemistry. At the suggestion of Dr. Samuel Eliot, the Association therefore made arrangements for a class in Qualitative Analysis, and with the permission of the school committee, the laboratory of the High School for Girls was loaned for the purpose (1873).

Three years later, at the request of the Association, the Massachusetts Institute of Technology opened a chemical laboratory for women, in a temporary building, on its grounds. About $2,500 was raised by the Association to furnish this laboratory, which was under the care of one of the professors of the Institute. It was due perhaps to the good work done here, and to the evident desire of women for advanced instruction that, when the completion of the Walker Building gave ample accommodation, the Institute threw open all its courses to women, the Association again raising $2,500 toward the amount needed to provide suitable arrangements for them in the new building. The uniform generosity and courtesy with which girls have been received at the Institute, leave nothing to be desired and have been warmly appreciated.

While liberal provision had thus been made for students of Chemistry, the introduction of the study of Natural Science into the Common Schools made it very desirable that teachers should have an opportunity of studying Biology from living specimens and under competent guidance. In connection with the Boston Society of Natural History, and under its charge, a Laboratory was accordingly opened at Annisquam, Gloucester, Mass. During the six years of its support by the Association, teachers, special students and investigators availed themselves of its opportunities. At the end of this period it was evident that such a laboratory was needed. The history of this experiment was laid before a number of scientific men by representatives of the Association, and the conference resulted in the establish-

ment of the Marine Biological Laboratory at Wood's Holl. The presence of more than one hundred students and investigators, the co-operation of fourteen colleges and other institutions, by subscribing for its private laboratories and for tables in the general laboratory, and the publication of valuable papers, giving the results of original investigations, justify the efforts of the Association in the small beginning at Annisquam.

In 1892, owing to the active interest of the newly-formed Committee on Collegiate Education and Fellowship, four college graduates have been enabled to pursue their studies abroad.

While the courses of advanced study for which these provisions have been made occupy an increasing number of women, a far larger number are prevented by domestic cares and responsibilities, by taste or capacity, from exclusive devotion to such pursuits. For these the Association has offered courses of Botany and Zoölogy from Professor G. L. Goodale, of Harvard University, and Professor Alpheus Hyatt, of the Boston Society of Natural History, with specimens in the hands of the students. More advanced courses have been given to smaller classes with the use of the compound microscope. These lessons, given in the morning hour, when children are at school and social demands few, prove sometimes for busy women a rest and refreshment. Among girls who have left school they awaken an interest in studies which may prove a source of life-long pleasure. Lectures on Political Economy, from President Walker, of the Mass. Institute of Technology; on Greek Art, from Professor Norton, of Harvard University, and from Dr. Charles Waldstein, now Director of the American School of Archæology at Athens, and on other subjects, have served a similar purpose.

But the original plan of the Association includes more than the cultivation of the intellect. During the first year, the need of special training for the care of the sick occupied also the attention of the members. Efforts were made through parlor meetings to enlist as well the interest of persons outside the Association. A committee was formed, a sum appropriated to meet the first expenses of printing, and in 1873, the Training

School for Nurses was established, independent of further aid from us. The need of such training was obvious; the movement met with approval, and a training school for nurses is now almost a necessary adjunct to a hospital.

The wish to send these trained nurses to the poor in their own homes led some years later (1886) to the formation of the Instructive District Nursing Association. The nurse here becomes also a teacher, and when sickness enters the homes of the poor, family affection makes apt pupils. So useful a charity appealed to the general sympathy, and the organization was soon established upon an independent basis.

A Diet Kitchen which should not only provide food for the sick, but instruct in its preparation, was early established (1874), the first of those Diet Kitchens which our Dispensary physicians find now so invaluable. It was seen to be impracticable, however, to include instruction in the plan of the kitchens.

In the belief that more knowledge as to what should be done for the wounded before the arrival of a surgeon might prevent much suffering, lectures on First Aid to the Wounded, or Emergency Lectures, were provided by the Association. These lectures were given by some of our best physicians and were practically illustrated. They were given not only to classes of women but to the police, to firemen, railroad employees and others. Out of these lectures has sprung the Massachusetts Emergency and Hygiene Association, which not only provides instruction for policemen, firemen and others relating to emergencies, but spreads a knowledge of the things that belong to healthful living. In summer it has furnished and managed playgrounds in different school-yards where the children have been amused with toys and sand-pens.

When the Association was formed, a Standing Committee on Industrial Education made part of its organization and kept before the members the importance of a training for the hand and eye, and of intelligence and skill applied to the common arts of life.

There was then no cooking school in the country, and so

many difficulties presented themselves in the way of such an undertaking that it was not until 1879 that one was opened. It was sustained by the Association for four years, when it was incorporated as the Boston Cooking School. Its normal classes have supplied teachers for the cooking schools now so generally in favor and for many of our common schools, which are of late introducing instruction of this kind.

In the interests of domestic science, an analysis of substances used in cooking and cleaning was also carried on by means of a fund provided by the Association.

The value of industrial training for deaf children has more than once been brought before us, and the subject was of great interest to many. When, therefore, a new school-house was to be built for these children, efforts were made to introduce apparatus for more industrial training, and a considerable fund was raised for this purpose.

A School for Decorative Needlework was established in 1878 and successfully carried on until (1879) it was incorporated, at the request of the Decorative Art Society, with that organization, to which it carried its material and its funds ($700).

A School of Carving was opened, but, after a fair trial, it was found that this opportunity was not appreciated by a sufficient number of persons to justify the necessary outlay, and the school was closed.

Among other objects which have, at different times, occupied the attention of the Association, are the printing of a primer for the deaf, the preparation of a list of good books for the young, marking with labels the trees on the Common and Public Garden, and the support of a Summer Home for Working Girls, while contributions have been made toward the first Vacation Schools, toward an exhibition of appliances for geographical instruction, toward founding a professorship of Modern Languages to be filled by a woman in St. Lawrence University, toward the Natural History Gardens, etc.

The record shows, by the miscellaneous character of the work accomplished, that the Association has interested itself in the

better education of women of all classes and along many different lines. It has been no part of its policy to give continuous support to any object however good, but rather to sustain new enterprises until they have commended themselves as useful and could be placed on a permanent footing.

It is noteworthy how little aid those objects which appealed to public sympathy have required at our hands in comparison with those whose practical value was less directly obvious. The Training School for Nurses, the Industrial District Nursing Association, the Emergency and Hygiene Association, found almost immediately a strong support, while not only the resources of the Association, but the aid of many friends, was needed to sustain for some years the Harvard Examinations, the Chemical Laboratory for Women, the Marine Laboratory at Annisquam, and even the Cooking School. It is then in these more difficult undertakings that the need of associated action has been most evident.

Enterprises in their nature charitable, rather than educational, have occasionally been proposed in the Association, and have always enlisted more or less sympathy among our members. The Report, for instance, which gives an account of the first Diet Kitchen, its usefulness and its success, goes on to say: "Charity, . . in the signification which that word has come to assume, does not come within the plan of this Association. The establishment of a Diet Kitchen could not consistently have engaged our attention at all, except that in it instruction was proposed to be given in the preparation of food for the sick." It may not, indeed, always be easy to draw the line between charities which are designed directly to improve the condition of the poor, and training in useful arts which has the same purpose. But it has been the general policy of the Association, as it was the original design, that its funds and its interest should be given only to educational objects.

The history of the Association is in many respects suggestive. The work of the past, however, will not be the work of the future, for the last twenty years have opened to women so many

opportunities of study and labor that the question to-day is how to use them wisely. But the *methods* which have proved useful in the past may still serve many a good purpose.

The possibility of calling together, at stated times, a body of women, already organized and interested in education, is alone of great convenience. These meetings become particularly stimulating and interesting when they are addressed by persons who have given special study to the subjects discussed, or who have had exceptional opportunities. The first Report expresses the wish: . . "by addresses, discussions, etc., from the best talent discoverable, to interest and improve those who will come to hear," and this part of the work of our Society certainly continues to be, as it has been, of value to the members.

At the end of twenty-one years of associated interests, we miss some who were with us at the beginning. Their high standards, their self-forgetfulness, their rare simplicity of character, seem to have left an impress on all that was done at that time. The memory of such women as Mrs. Loring, Mrs. Paine, Mrs. Cabot and others, is one of the best possessions of our Association, and the subtle but strong influence of lives like these has been, indeed, "the better education" of all who knew them. When we have duly weighed the value of what has been done by the Association, and look forward to what we may hope to do, we cannot forget that a potent motive in public and private affairs is the wish worthily to carry on the work which friends such as these have begun.

The younger members of our Association, to whom the past has been less known, will find a stimulus in the inheritance of its honorable record, while the freedom of its organization will give ample scope for new enterprises and new methods.

ANNUAL REPORTS.

The year's life of the Association has been one of activity in several directions, although no work has as yet come to all of the Standing Committees, whose re-establishment was mentioned in the last Annual Report. A notable exception must be made in the case of the Committee on Collegiate Education and Fellowships, through whose exertions a Fellowship was offered to a student in Cambridge, England, a graduate of the Harvard Annex. The most important work undertaken during the year has been the proper endowment of the Annex, and we trust that the next Annual Report will have to chronicle the raising of the $250,000 needed for that endowment. We also wish to call attention to the fact that the vote of the Association to undertake this work ought to rouse a feeling of responsibility in every member, not alone in the committee which has special charge of the work. We have one cause of thankfulness in the continued services of our President. Had she decided that she must leave us, the loss to the Association would have been almost irreparable.

The Association has become, with the progress of years, rich in a record of useful work. It is still more rich in the names of those, no longer with us, who inspired and carried out this work. We have now to record the death of two such members. Mrs. John H. Towne has not been able to meet with us in the last few years on account of her failing health. But the older members of the Association will recall her interest in the establishment of the Cooking School, in the Emergency Lectures, and in the Instructive District Nursing Association, all of which have since developed into institutions of recognized value. To all she gave time, service and the benefit of a rare judgment, while the grace of her manner made every service seem a pleasure. It was Mrs. Francis Brooks' inspiration which

led to the formation of the committee to carry out Industrial Training for deaf children and which has also established a home for these children who attend the Horace Mann School.

Although active work has not been found for all the Standing Committees, we should remember that we owe to the Committee on Physical Education and that on Public Schools two interesting meetings, as, without their help, we should not have had the privilege of listening to Dr. Enebuske and Dr Hartwell, on the subject of Physical Training, and to Professor Palmer, Mr Tetlow, Miss Hersey and Miss Fisher on the teaching of Ethics in schools. We have also heard the Rev. Lyman Abbott, D.D., speak of the importance of securing the private rights of individuals and the home from the publicity of the newspaper press, and Mrs. Whitman has addressed us on the subject of the Museum of Fine Arts. We have had six regular meetings; the November one, at which Mrs. Agassiz and President Eliot spoke on the endowment of the Annex, took the form of a regular meeting and parlor meeting combined. The reports of the committees will give the details of the year's work.

LUCY LOWELL, *Secretary.*

COMMITTEE ON COLLEGIATE EDUCATION AND FELLOWSHIP.

The Foreign Fellowship offered by this Association has been awarded to Miss Mary H. Buckingham. She is a graduate of the Harvard Annex, and has since been studying at Newnham College, Cambridge, England. She had planned to come home last June, leaving her work there unfinished, when the circular offering this Fellowship reached her. She wrote eagerly at once, sending her application, and by securing the prize was enabled to finish the course in Classical Archæology and Literature at Newnham, and to spend some months in Greece. Miss Buckingham brings high testimonials from the Brearly School in New York, where she has been a teacher for six years. We

shall all be interested in watching the progress of our first "Fellow" after her return to America.

There were six applicants for this Fellowship, and all were such promising scholars that it seemed cruel for any one of them to be deprived of this opportunity for advanced study. Miss Annette Rogers, a member of this Association, came forward with the most generous ofier of six hundred dollars for this year and a promise of the same amount for next year. This made it possible for Miss Abbott to remain in Leipsic and for Miss Snow to stay in Zurich, where she has just gained her degree of Ph.D.

Through the action of this Association in the offer of our Fellowship we have, therefore, the following students working abroad: Miss Buckingham, Miss Abbott, Miss Snow and Miss Pugh. The latter, with her degree of B. A. from Kansas University and from the Harvard Annex, has now gone to France and Spain to study Romance Philology and Literature. Other students have been encouraged by our action to go abroad to study at their own expense, and, as a result of the offer of our Fellowship and of two from the Collegiate Association, nine women are now taking advanced courses of study in this country and in Europe.

These details are given to show that the women are not only ready, but are eagerly watching for opportunities for this higher development, and the Women's Colleges all over the country are as eagerly watching for these trained minds to fill the professors' chairs.

It is hardly necessary to say that after such results as this from the first year's work, the Fellowship should be put upon a permanent basis, and the committee earnestly hopes that a fund of ten thousand dollars may be raised.

It is gratifying to know that the two best candidates were graduates of the Harvard Annex. It certainly should help in the raising of the Annex Fund to know that, had the opportunities for advanced work, enjoyed by the men at Harvard, been open to the women of the Annex, as we trust they soon

will be, Miss Pugh could have carried on her Romance studies in her own country.

SARAH W. HALLOWELL, *Chairman.*

COMMITTEE ON PUBLIC SCHOOLS.

The work of the Public School Committee has been largely experimental this year, and notwithstanding that the committee has given time and thought to the consideration of some of the problems that have been presented to it, there is very little to report. It was evident from the beginning that any intelligent work for the scholars must be based on some knowledge of them. With seventy thousand pupils and fifteen hundred teachers, covering instruction from the Kindergarten, through primary, grammar, high schools and a normal school — how could such knowledge be obtained? The committee finally decided that one of the best ways was through acquaintance with teachers, both in and out of their school-life.

Informal meetings of a social nature and occasional visits to their schools have brought the committee into relation with a few of the teachers, and have shown some of the needs of the schools and the possibility of helpfulness to them. The committee hopes to continue the meetings with the teachers, to do more systematic visiting in the schools, and to be able to report greater progress the coming year.

LALIAH B. PINGREE, *Chairman.*

COMMITTEE ON MANUAL TRAINING FOR DEAF CHILDREN.

The Committee on Manual Training for Deaf Children is glad to report successful work in their department during the year 1892. The class in Sloyd, which they carried on for two years, at a cost of about twelve hundred dollars, was adopted by the city in May, and became one of the regular classes of the Horace Mann School.

As some money still remained in the treasury, the committee was able to gratify the earnest desire of Miss Fuller, one of their number, and principal of the school, in establishing a class in type-setting and printing. This was a serious undertaking, as the first cost of type and supplies was quite large, and made great inroads upon their small bank account; but the committee felt sure that it was an important branch of instruction to children so seriously handicapped in life's struggle, and that, while directly useful to them as a means of earning a livelihood, such training would also be of great service in their school work.

Four cases of type and a small proving press were purchased, and a teacher secured for four afternoons a week during May and June. The result of this experiment so far exceeded the expectations of those interested that it was decided to continue the class, and as soon as sufficient money could be raised, to enlarge the scope of its work. It was accordingly resumed in September, and will be maintained until the city can be induced to adopt it.

In this undertaking we have been encouraged by the generous appropriation of one hundred dollars by this Association, and by smaller contributions from other sources. Photographs of the school and a fine exhibit of sloyd work are to be sent to the Columbian Exposition and some of the best examples of the printing. The pride of each pupil whose work is good enough to entitle it to a place in this exhibition, acts as an incentive to the whole school.

With our limited apparatus the children have learned to set up type quickly and correctly, and have printed a variety of lesson papers, and other school exercises, eight stories of fifty impressions each, some programmes and notices, and a small weekly newspaper, which has proved a valuable text-book in the primary classes of the school. One girl, who was both slow and indifferent, remained a puzzle to her teachers until brought into this printing class. The key was found. She has become regular in her attendance, interested in her work, and will pro-

bably go into a printing office next autumn. Five other pupils will be fitted to earn their own living at the close of this term, and some of them are promised work. One boy has already entered an office, and done satisfactory work. All the pupils of the class have made remarkable progress in spelling and grammar, and have become quite critical of the style of the matter given them to print; indeed, they are amusingly quick to notice any slight inaccuracies in their text, and this gain in exactness in one study is felt in every other which they undertake.

Our accounts are as follows: —

Total receipts since our organization in 1890, . .	$1,787.05
Total expenses, ...	1,576.32
Balance on hand,	$210.73

The class at present costs about fifty dollars a month. We have almost enough on hand to carry us through this school year, but not enough to warrant our getting the larger press so much needed. Such a press would cost something more than one hundred and fifty dollars, besides an additional outlay for type and supplies, and would increase our monthly expenses; but it would also increase the number of pupils we could take, and would improve the quality of their work. We hope that some of the good people of Boston will hear of our needs, recognize our success, and do themselves and us good by enabling us to extend our field of usefulness.

We cannot close any report of the year 1892, without speaking of the loss our committee has sustained in the death of its chairman, Mrs. Francis Brooks. Whatever we have accomplished in the effort to lesson the burdens in the lives of children who cannot hear, is due to her generous enthusiasm and wise encouragement.

Anna D. Hallowell, *Chairman.*

Committee on Science Lessons.

The Committee on Science Lessons take pleasure in reporting that the second course of lessons on Political Economy given by President Francis A. Walker, under the auspices of the Association, has been especially interesting and appropriate in this Presidential year. Such topics as "Banks," "Free Coinage of Silver," "Free Trade and Protection," the discussion of which has proved so large a part of the literature and speeches of the Presidential campaign, were graphically and impartially treated. The course closed with a brilliant and instructive lecture on "The History of the Tariff in the United States." The lessons have also been very satisfactory in that the class asked more questions than during the previous year, and these questions drew forth much valuable and interesting information.

A. P. Williams.

Committee on Natural History Gardens and Aquaria.

Owing to the death of the chairman of the Committee on Natural History Gardens and Aquaria, of the Boston Society of Natural History under which our committee was formed, no request or plan of work was laid before us until March 5th, 1892, when Mr. Samuel H. Scudder, the present chairman, asked us to raise four hundred dollars to meet printing expenses, already incurred in issuing the "Appeal." He also asked us to raise from one to two thousand dollars for the salary of a secretary, for, as the Boston Committee is composed almost exclusively of scientific men, who are extremely busy in their own profession, it was necessary to secure the services of a secretary who should solicit pledges of large gifts to the Aquaria.

From March 5 to April 29 we raised and paid into the Treasurer of the Boston Committee four hundred dollars, as requested for the printing expenses and one thousand five hundred and sixty-one dollars towards the amount desired for the secretary's

salary, making the total amount raised and paid out by us, one thousand nine hundred and sixty-one dollars.

Mr. Scudder has just told us that his committee is seriously considering a change in the original plan, which was to raise a fund of seventy thousand dollars for the Marine Aquarium before any start should be made. Business men, however, now advise raising only a sum sufficient to carry on a part of the Marine Aquaria for about five years, in which time the undertaking conld be tested and fhe interest of the public aroused.

Mr. Scudder expressed the thanks of the Boston Committee to the Associatlon for the very valuable help received from it, and asked that your committee may not be discharged, as he may wish to present further matters for its consideration.

LUCY B. LOWELL, *Chairman.*

COMMITTEE ON ANNEX FUND

At the November meeting of the Association the members were addressed by Mrs. Louis Agassiz, President of the Harvard Annex, and by President Eliot of Harvard University, who explained respectively the necessity and advantages of the adoption of the Annex by the University.

The Society for the Collegiate Instruction of Women, known as the Harvard Annex, is a school of over two hundred students, in Cambridge, where it owns land and a large building, Fay House, wherein are lecture rooms, library, etc. The Society has also invested funds to the amount of about seventy-five thousand dollars.

The instruction and courses of study are intended to be the same as those of Harvard College, but as the Professors can teach the women only in the hours not claimed by the college, when there is increased college work they find it impossible to serve the Annex: many post-graduate courses of study are not given, as the Annex is not rich enough to procure them for the

small number of the students desiring them. The Annex students have as evidence of the satisfactory completion of their collegiate work, the certificates of the Professors, whereas the Harvard degrees would be a decided advantage. President Eliot said that the success of the Annex during its existence of thirteen years would justify him in proposing to the Corporation and Overseers of the University that they should take charge of it, if it could be made self-supporting; the sum of two hundred and fifty thousand dollars, in addition to its other property, would suffice for present need.

The members of the Association present voted unanimously to raise this endowment fund, and voted to intrust the matter to the Committee on Collegiate Education and Fellowship; they appointed Miss Loring chairman of a special committee for raising the Annex Endowment Fund.

This committee decided to begin to ask for money quietly at first, and when a sufficient sum should be raised to guarantee success, to enlarge the committee and make a general appeal.

The sums contributed and promised amount to $61,835, to which must be added $9.23 interest on money already received.

KATHERINE P. LORING, *Chairman.*

Constitution and By-Laws of the Woman's Education Association.

Article I. This society shall be called The Woman's Education Association.

Art. II. The object of this Association shall be to promote the better education of women.

Art. III. The officers of this Association shall be a President, two or more Vice-Presidents, Treasurer, Recording Secretary, and the Chairmen of the Special and Standing Committees. These officers with five other members chosen by the Association, shall constitute an executive Committee.

Art. IV. The Executive Committee shall have entire charge and supervision of the affairs of the Association. It shall hold three meetings yearly, and shall also hold special meetings at the call of the President or of any two members of the Executive Committee.

Art. V. Candidates for membership must be proposed to the Executive Committee for consideration, and by them recommended at the next meeting of the the Association. Two dissenting votes shall prevent the admission of a candidate.

Art. VI. Every member of the Association shall pay the Treasurer three dollars annually in the month of January, to pay the expenses of the Association; but in the case of persons engaged in teaching this payment shall be optional.

Art. VII. The annual meeting of the Association shall be held in Boston, in January, at such time and place as may be notified by the Secretary. At this meeting the officers shall be chosen, and shall hold office until their successors shall be qualified.

Art. VIII. Other meetings of the Association shall be held in November and April, at such times and places as shall be notified by the Secretary.

Art. IX. Special meetings of the Association may be called by the President or by any three of the Executive Committee.

Art. X. Notices of meetings shall be given by the Recording Secretary.

Art. XI. No appropriation of money shall be made except by a two-thirds vote of members present; provided, however, that the Executive Committee shall be authorized to use any sums necessary for the current expenses of the Association, not exceeding in the aggregate one hundred dollars a year.

Art. XII. Special committees may be chosen at any meeting for special purposes. All committees shall have power to fill vacancies and to enlarge their numbers.

Art. XIII. Fifteen members shall be a quorum for the transaction of all business except a change in the Constitution, which shall not be made unless twenty persons are present, notice of the intention to amend having been appended to the call for the meeting, and the proposed amendment having been considered at the last preceding meeting of the Association.

A Working Plan Adopted by the Woman's Education Association in 1887.

If any work is undertaken by the Association, a special Committee shall be appointed to take charge of it.

If a member of the Association wishes to have any new thing done which may properly be regarded as included in its plan, she will first consult with the President, who will lay the proposal before the Executive Committee. If the plan is thought to be feasible, the Executive Committee will propose it to the Association at the next meeting, giving the names of at least five members who are willing to form a committeee to carry it out.